

Supplier Code of Conduct

of Dynamit Nobel Defence GmbH (DND)
as per September 2025

This Code of Conduct contains the principles and requirements for cooperation with suppliers of Dynamit Nobel Defence (DND) and its subsidiaries within the meaning of the German §§ 15 ff AktG.

We expect from our Supplier's a responsible and lawful behaviour.

Our aim is to ensure these principles and requirements together with our Supplier's.

For this, the Supplier declares:

A. Compliance with the Laws

- The supplier shall fully comply with the laws, regulations, and ordinances applicable in the countries in which it operates. In addition, the supplier shall observe the applicable economic sanctions and embargoes. The supplier shall respect and consistently implement fundamental human rights.
- The Supplier holds all and any necessary certificates, permissions and/or approvals for his business and will maintain these during the contractual relationship with DND.
- The Supplier will not take part in money laundering activities and complies with the valid provisions for the prevention of money laundering.
- The Supplier will maintain confidentiality and data protection compliance with applicable laws and private agreements.

B. Prohibition of corruption, bribery, and graft

- The supplier shall not engage in or tolerate corruption, extortion, embezzlement, or bribery in any form, nor shall it permit any other prohibited payments in any way. He will not offer or permit any monetary or non-monetary benefits or other additional benefits to customers, suppliers, DND employees, or other third parties in order to influence decision-making or obtain undue advantages. In this regard, he commits himself not to accept any such unlawful payments himself.
- Grants and gifts are permitted in exceptional cases, if they are of minor and symbolic value.

C. Fair Competition

- The supplier shall not enter into any formal or informal anti-competitive agreements. It shall not participate in any cartel or activities that would unlawfully restrict or impair competition and shall comply with applicable competition and antitrust laws and regulations.
- The supplier shall comply with all applicable laws and private agreements for the protection of intellectual property, including protection against disclosure.
- The supplier shall use effective methods and processes appropriate to its products to identify and report the risk of supplying counterfeit parts or materials and to prevent them from re-entering the supply chain.
- It shall create, store, and maintain business records accurately and securely. It shall ensure that entries cannot be altered to conceal or misrepresent underlying transactions.

D. Social- and Working Conditions

- The Supplier will ensure fair working conditions and refrain from any form of unethical or illegal working conditions (e. g. harassment or physical violence, any form of slavery, serfdom, forced or compulsory labor, and child labor).
- He will not treat his employees unequally and, in particular, shall not discriminate against them on the basis of origin, gender, sexual orientation, religion, ideology, disability, or age, unless the unequal treatment is justified by the requirements of the job.
- The supplier guarantees freedom of association and collective bargaining. It will provide its employees with written employment contracts in accordance with applicable local legislation. In particular, it will ensure compliance with minimum wages, fair working hours, and vacation time in accordance with applicable law or industry-standard minimum standards.

E. Health and Safety

- The Supplier will ensure that his products, services and all other of his activities will not impair the safety and healthiness of his employees, the employees of DND, the local population, the users of his products and his other business partners.
- The Supplier shall provide its employees with safe and healthy workplaces and appropriate work equipment. This also includes the best possible preventive measures against accidents and damage to health that may arise in connection with the work.
- The Supplier will identify dangers at the working places and provide his employees with the necessary hygiene and safety information. He will train his employees regularly on work safety themes.
- The Supplier is responsible for use and set up of a reasonable management system for work safety and healthiness.

F. Environmental Protection

- The supplier complies with the environmental laws and regulations applicable in the countries in which it operates. It has all the necessary environmental permits, certificates, and approvals and complies with the operational requirements and reporting obligations of these permits.
- The Supplier has and operates with all and any necessary and compulsory procedures and means to ensure a safe business and reasonable maintenance of his facilities. He identifies and evaluates emergency situations and takes all necessary measures to minimise their impacts within and outside the facilities by an effective implementation of emergency plans.
- He is obligated to designate dangerous substances, chemicals and materials and to ensure their safe usage, transport, storage, recycling, reuse and disposal. All valid laws and regulations concerning the dangerous substances, chemicals and materials are to be strictly obeyed. Substance restrictions and product safety requirements, stipulated by valid legislation, are to be mandatorily observed.
- The supplier is obliged to establish and use an appropriate environmental management system, which includes guidelines and procedures aimed at ensuring compliance with legal requirements in order to improve environmental performance and protect the environment from harmful effects.
- The use of conflict minerals in goods to be delivered to DND is prohibited in accordance with Regulation (EU) 2017/821 of May 17, 2017.

G. Supply Chain

- The supplier undertakes to promote, address, observe, monitor, and take into account the contents of this Code of Conduct among its employees, agents, subcontractors, and suppliers with whom it cooperates for the delivery of goods and services to DND throughout the entire supply chain.
- The supplier will identify risks within its supply chain and take appropriate measures.

- If the supplier has reasonable grounds to suspect or recognizes that this Code of Conduct is being violated in its supply chain, it shall immediately inform DND thereof and of the remedial measures taken.
- DND reserves the right to demand remedial measures in the event of non-compliance with this code of conduct.

The Supplier hereby affirms:

1. We have received this Code of Conduct and, in addition to our other contractual obligations with regard to DND, hereby agree to and abide by it.

2. We understand that this declaration is subject to the substantive laws of the Federal Republic of Germany (excluding any of its conflict of law rules).

Name of the Supplier:

Address:

Name of the Undersigned:

Title of the Undersigned:

Place, Date

Signature